



# EEO Public File Report

for

**WKVS, WJRI, WKGX**

Lenoir, NC

This EEO Public File Report Covers the One-Year Period Ending on July 31, 2021

This unit is part of the Curtis Media Group and is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability. Our intent is to provide a work environment that is free of discrimination, harassment or intimidation. Discrimination, harassment or intimidation of an employee or an applicant is considered improper conduct. Under no circumstances will Curtis Media Group condone or tolerate any form of discrimination, harassment or intimidation of anyone in the Curtis Media Group family of companies.

EEO Contact Information for Curtis Media Group Employment Unit:

3012 Highwoods Blvd, Suite 201

Raleigh, NC 27609

Contact Person/Title: Jennifer Taylor, Payroll and Benefits Administrator

[jtaylor@curtismedia.com](mailto:jtaylor@curtismedia.com); 919-882-3726

## EEO Public File Report

This EEO Public File Report is filed in the public inspection files of the following stations pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's (FCC) rules:

**WKVS, WJRI, WKGX**  
Lenoir, NC

**Summary:** During the one-year period ending on July 31, 2021, the station filled the following full-time vacancies:

<b>Job Title</b>	<b>Referral Source</b>
GM/Sales Manager (1)	Indeed, LinkedIn, Internal
Traffic/Billing Manager (1)	Company Website
Account Executive (3)	Indeed, Company Website
Operations/Program Director (1)	Company Website, All Access
News announcer (1)	Company Website

The station interviewed a total of **32** people for all full-time vacancies during the period covered in the report.

**Exhibit A** contains the following information for each full-time vacancy:

- The total number of interviewees referred by each recruitment source used in connection with each vacancy.
- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number and the total number of persons interviewed for each full-time vacancy.

**Exhibit B** contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

**Appendix A – EEO Distribution List**

**EXHIBIT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the applicable period are as follows:

<b>Position</b>	<b>Date Filled</b>	<b>Number of Interviewees</b>	<b>Referral Source for Interviewees</b>
GM/Local Sales Manager	8/3/2020	4	See Appendix A
Traffic / Billing Manager	8/17/2020	1	See Appendix A
Account Executive	9/28/2020, 1/4/2021 & 3/22/2021	18	See Appendix A
Operations Manager /Program Manager	10/19/2020 & 3/29/2021	8	See Appendix A
News Announcer	1/1/2021	1	See Appendix A

**Recruitment/Referral Sources used to Seek Candidates for Each Vacancy**

**Job Title:** G /Local Sales Manager

**Referral Source of Hiree:** Company Website, LinkedIn, Indeed

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact person</b>	<b>Address/Website</b>	<b>Phone number</b>	<b>Number of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification?</b>
EEO Distribution List	N/A	See Appendix A		1 – Co. Website 2 – LinkedIn 1 – Indeed	No
Company Website	General Manager	3012 Highwoods BLVD, Raleigh, NC		1	No
LinkedIn				2	No
Indeed				1	No

**Job Title:** Traffic / Billing Manager    **Referral Source of Hiree:** Company Website

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact person</b>	<b>Address/Website</b>	<b>Phone number</b>	<b>Number of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification?</b>
EEO Distribution List	N/A	See Appendix A		1 – Co. Website	No
Company Website	General Manager	3012 Highwoods BLVD, Raleigh, NC		1	No

**Job Title:** Account Executive    **Referral Source of Hiree:** Company Website, Indeed

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact person</b>	<b>Address/Website</b>	<b>Phone number</b>	<b>Number of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification?</b>
EEO Distribution List	N/A	See Appendix A		6 – Co. Website 12 – Indeed	No
Company Website	General Manager	3012 Highwoods BLVD, Raleigh, NC		6	No
Indeed				12	No

**Job Title:** Ops Manager /Program Manager    **Referral Source of Hiree:** Company Website, All Access

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact person</b>	<b>Address/Website</b>	<b>Phone number</b>	<b>Number of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification?</b>
EEO Distribution List	N/A	See Appendix A		2 – Co. Website 6 – All Access	No
Company Website	General Manager	3012 Highwoods BLVD, Raleigh, NC		2	No
All Access				6	No

**Job Title:** News Announcer    **Referral Source of Hiree:** company Website

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact person</b>	<b>Address/Website</b>	<b>Phone number</b>	<b>Number of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification?</b>
EEO Distribution List	N/A	See Appendix A		1 – Co. Website	No
Company Website	General Manager	3012 Highwoods BLVD, Raleigh, NC		1	No

## EXHIBIT B

### Outreach Activities for the period covered by this report

**Initiative:** Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Activity Classification 5.

**Date:** Ongoing

**Participants:** Corporate Offices

Curtis Media Group has an ongoing internship program in the programming, promotions, marketing and production departments. These are for-credit programs that allowed students the opportunity to experience radio station operation by shadowing station employees on-air, in the studio, projects, events and promotions. During the reporting period, intern(s) have been hosted at the Corporate, Coastal and Triad locations.

**Initiative:** Establishment of a scholarship programs designed to assist students interested in pursuing a career in broadcasting. Activity Classification 7.

**Date:** Ongoing

**Participants:** Corporate Offices

Company Chairman/CEO established a scholarship for Communications students at the University of North Carolina at Chapel Hill to assist qualified students needing financial aid to pursue studies leading to a career in media.

The Curtis Foundation established the Bessemer City Curtis Scholars Program that give four annual high school scholarships.

## Appendix A – EEO Distribution List

Recruitment Source	Contact Information
Appalachian State University Boone, North Carolina <a href="http://careers.appstate.edu">http://careers.appstate.edu</a>	Susan McCracken Director Career Development and Economic Engagement 828-262-2180
Davidson College Davidson, North Carolina <a href="http://www.davidson.edu/offices/career-development">http://www.davidson.edu/offices/career-development</a>	Julie Lucas Operations and Employer Engagement Coordinator 704-894-2132
East Carolina University Greenville, North Carolina <a href="https://www.ecu.edu/career">https://www.ecu.edu/career</a>	Career Services 252.328.6050 career@ecu.edu
Emory University Atlanta, Georgia <a href="http://www.career.emory.edu">http://www.career.emory.edu</a>	(404) 727-6211 recruiting@emory.edu
Furman University Greenville, South Carolina <a href="https://www.Furman.edu/ocs">https://www.Furman.edu/ocs</a>	career.engagement@furman.edu (864) 294-2106
Georgetown University Washington, District of Columbia <a href="https://georgetown.edu">https://georgetown.edu</a>	(202) 687-3493 careercenter@georgetown.edu
High Point University One University Parkway High Point, NC 27268	Megan Parker Director of Corporate Relations (336) 841-9851
James Madison University Harrisonburg, Virginia <a href="http://www.jmu.edu">http://www.jmu.edu</a>	cap@jmu.edu
Meredith College Raleigh, North Carolina <a href="http://www.meredith.edu/">http://www.meredith.edu/</a>	Dana Sumner career@meredith.edu
North Carolina Central University Durham, North Carolina <a href="http://www.nccu.edu/">www.nccu.edu/</a>	919-530-6337 nccucareerservices@nccu.edu
University of Georgia Athens, Georgia <a href="http://www.career.uga.edu">http://www.career.uga.edu</a>	706-542-3375 career@uga.edu
UNC-Chapel Hill Chapel Hill, North Carolina <a href="http://careers.unc.edu">http://careers.unc.edu</a>	919-962-6507 ucs@unc.edu
UNC-Greensboro Greensboro, North Carolina <a href="https://uncg.edu/">https://uncg.edu/</a>	336-334-5454 careers@uncg.edu
UNC-Pembroke Pembroke, North Carolina <a href="http://www.uncp.edu">www.uncp.edu</a>	Brenda Bullard Office Manager/Web Information Coordinator 910-521-6000
UNC-Wilmington Wilmington, North Carolina <a href="https://uncw.edu/career">https://uncw.edu/career</a>	910-962-3174 careercenter@uncw.edu

Recruitment Source	Contact Information
Villanova University Villanova, Pennsylvania <a href="http://www.careers.villanova.edu">www.careers.villanova.edu</a> Recruitment Source	Kevin Grubb (610) 519-4060  Contact Information
University of South Carolina Columbia, South Carolina <a href="http://www.sc.edu/career">http://www.sc.edu/career</a>	803-777-7280
Virginia Commonwealth University Richmond, Virginia, United States <a href="http://www.vcu.edu">www.vcu.edu</a>	Anita Hazel Taylor P.H.R. Taylor Director, College of Engineering Career Services (804) 828-0100
University of Virginia Charlottesville, Virginia <a href="https://career.virginia.edu">https://career.virginia.edu</a>	434-924-8900 <a href="mailto:careercenter@virginia.edu">careercenter@virginia.edu</a>
Wake Forest University Winston-Salem, NC, USA <a href="http://opcd.wfu.edu">http://opcd.wfu.edu</a>	Lisa Simmons Associate Director 336.758.5902
NC Works Career Centers 1830-B Tillery Place Raleigh, NC 27604 <a href="http://www.ncworks.gov">www.ncworks.gov</a>	Phone (919) 715-0111
Curtis Media Group Websites	<a href="http://www.curtismedia.com">www.curtismedia.com</a> <a href="http://www.laleync.com">www.laleync.com</a> <a href="http://www.wptf.com">www.wptf.com</a> <a href="http://www.947QDR.com">www.947QDR.com</a> <a href="http://www.961bbb.com">www.961bbb.com</a> <a href="http://www.thenewpulsefm.com">www.thenewpulsefm.com</a> <a href="http://www.kix1029.com">www.kix1029.com</a> <a href="http://www.goblueridge.net">www.goblueridge.net</a> <a href="http://www.goldsborodailynews.com">www.goldsborodailynews.com</a> <a href="http://www.sportshubtriad.com">www.sportshubtriad.com</a> <a href="http://www.justrightradio.com">www.justrightradio.com</a> <a href="http://www.929starfm.com">www.929starfm.com</a> <a href="http://www.v1033.com">www.v1033.com</a> <a href="http://www.1019online.com">www.1019online.com</a> <a href="http://www.wsfl.com">www.wsfl.com</a> <a href="http://www.beachboogieandblues.com">www.beachboogieandblues.com</a> <a href="http://www.enradio.com">www.enradio.com</a> <a href="http://www.rock929triagle.com">www.rock929triagle.com</a> <a href="http://www.SFNtoday.com">www.SFNtoday.com</a> <a href="http://www.trianglehelpwanted.com">www.trianglehelpwanted.com</a>
Job Fairs	Listed in Outreach activities
Indeed	Indeed.com
Glassdoor	Glassdoor.com
LinkedIn	LinkedIn.Com



<b>Recruitment Source</b>	<b>Contact Information</b>
Radio ads (on CMG-East Stations)	Various stations
Twitter	Twitter.com
Internal Job Postings	Curtis Media Group Locations
All Access	Allaccess.com
Facebook	Facebook.com
Walk - ins	General application dropped off at various CMG locations
Division of Vocational Rehabilitation	NC DHHS 4900 Waters Edge Dr. Raleigh, NC 27606
Sierra Marketing	Deb McCain Cell: 615-887-8859 Deb@Sierra-Marketing.com
Networking with Nate	Nate Brown SB Financial Group, LLC 2000 Aerial Center Parkway Suite #112 Morrisville, NC 27560 <a href="mailto:nate@sbfqnc.com">nate@sbfqnc.com</a> 919-819-7594
Colonial Jobseekers <a href="http://jobseekers.colonial.org/">http://jobseekers.colonial.org/</a>	Paula Bryan Colonial Baptist Church 6051 Tryon Road Cary, NC 27511 Phone: 919.233.9100 <a href="mailto:Jobseekers@colonial.org">Jobseekers@colonial.org</a> <a href="mailto:paulabryan@yahoo.com">paulabryan@yahoo.com</a>